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GOVERNMENT OF ODISHA

**HEALTH & FAMILY WELFARE DEPARTMENT**

## RESOLUTION

The 17th December 2024

SUBJECT—Transfer & Posting Policy of the faculties under Odisha Nursing Education Service Cadre.

**Objectives :**

1. To ensure availability and rationalised distribution of faculties in all Colleges of Nursing/ ANM Training Centres of the State.
2. To ensure equitable choice-based posting for smooth functioning of Government Nursing Schools/ Colleges of the State.

**Applicability.**

This policy will be adopted by the Government in the matters of—

- (a) Initial posting
- (b) Transfer or promotional posting
- (c) Rotation of faculties under Odisha Nursing Education Service Cadre

**Principles for Transfer & Posting :**

1. Initial posting of faculties to Government Colleges of Nursing/ ANM Training Centers will be made against existing vacancies through merit-based counselling. Similarly, transfer on promotion of faculties will also be done through counselling process. Posts will be opened for counselling keeping in view public need of the same.
2. For Initial posting, allotment of posts will be made as per merit/ seniority, the rank in the select list and option exercised by the faculties.
3. The faculty is to complete for a minimum period of three years in the station where posted through counselling, before being considered for transfer on representation.
4. Any post in which the incumbent has completed 3 (three) years in any Nursing College/

ANMTC will be considered as vacant.

5. In case of general transfer or transfer on representation, a priority list will be prepared by multiplying the year of service rendered by the employee with that of the weighted points allotted to different districts of the State for deciding the priority for consideration of transfer which is indicated below :

- (a) Grade 'A' Districts : 1 (one) point
- (b) Grade 'B' Districts : 2 (two) points
- (c) Grade 'C' Districts : 3 (three) points

Grade-A Districts	Grade-B Districts	Grade-C Districts
Balasore	Jharsuguda	Malkangiri
Jajpur	Bargarh	Koraput
Cuttack	Sambalpur	Nabarangpur
Puri	Keonjhar	Rayagada
Khordha	Mayurbhanj	Kalahandi
Nayagarh	Sundargarh	Nuapada
Anugul	Deogarh	Balangir
Jagatsinghpur	..	Sonepur
Kendrapada	..	Boudh
Bhadrak	..	Kandhamal
Dhenkanal	..	Gajapati
Ganjam	..	..

Illustration : For example if employee 'X' is working in the institution under Bhadrak District (Grade-A) for a period of 6 (six) years and employee 'Y' is working in Sonepur District (Grade-C) for the same period i.e. 6 (six) years, then the priority score for 'X' will be  $6 \times 1 = 6$  points whereas the priority score for 'Y' will be  $6 \times 3 = 18$  points. Hence, prayer of the employee 'Y' for transfer will be accorded priority over the employee-'X'.

Accordingly, the representations along with the points secured will be placed before the transfer committee for consideration.

6. A faculty representing for transfer to Grade-A District, must have served for a minimum period of 3 (three) years in Grade-C District.

7. In case, the score of any two or more faculties under consideration is same for transfer to a particular District or Institution, then the seniormost faculty (as per gradation list) will be given priority.

8. A faculty on leave, which has already been sanctioned/ allowed by the competent authority, before issue of transfer order, shall not be allowed for extension of leave and he/ she will be relieved for joining in the new place of posting.

Those applying for leave or extending the leave on medical ground, may be granted leave after obtaining recommendation by a Standing Medical Board to whom the case would be referred to by the Head of the Institution.

9. Once transfer order is issued by the competent authority, the employee is to join in the new place of posting after being relieved by the controlling authority. Disobedience of the order of transfer will be viewed seriously.

10. Any leave other than casual leave/ maternity leave taken by a faculty will not be taken into account for calculation of tenure of service for considering transfer. Deputation periods shall be considered in the actual place of work.

11. All transfers shall normally be done only in the months of April to Mid-June of every year, unless otherwise required due to administrative exigency/public interest/life-threatening diseases etc. as per the vacancy therein. Representation on medical ground, a certificate from Standing Medical Board is to be furnished by the applicant for consideration.

12. Any choice of posting proposed by the faculty during the last two years of his/ her service immediately before superannuation shall normally be given due consideration.

13. The Government reserves the right to relax any of the above guidelines on administrative ground and in case of exigency.

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ORDER—Ordered that this Resolution be published in the Extraordinary issue of *Odisha Gazette* and copies thereof be forwarded to all concerned.

By order of the Governor

ASWATHY S.

Commissioner-cum-Secretary to Government